

| Near-Term Workforce Actions | | | | | |
|-----------------------------|--|-----------------------------|-----------------------------|-----------------------|---|
| ACTION | DESCRIPTION | FTE CHANGES | COST IMPACT | TIME HORIZON TO START | AFFECTED COMPONENT(S) |
| VERA/VSIP Phase 1 | The EPA submitted a draft VERA/VSIP package to OPM and OMB for review on June 23, 2017. The EPA seeks to reduce, restructure, and reshape programs around the following themes: delayering to increase staff to supervisor ratio; consolidate and reduce administrative or support functions; restructure or reduce highly graded supervisory and non-supervisory positions; restructure to focus on core business functions; restructure to focus on STEM/programmatic priorities; and consolidate and streamline functions, activities, and/or reduce the number of our current programs. The targeted positions are 25% of the total workforce and maximum number of offers is 8% of the total workforce. | -1227 | TBD | FY 2017 Q3 | All Offices and Regions at EPA, except for OIG |
| VERA/VSIP Phase 2 | The EPA will conduct a second VERA/VSIP after the FY2018 budget is finalized by Congress. This will allow the agency to focus on areas for disinvestment and reshape the organization in line with the final FY 2018 budget. | In line with FY 2018 budget | In line with FY 2018 budget | FY 2018 Q1 | In line with FY 2018 budget |
| (b) (5) | (b) (5) | (b) (5) | (b) (5) | (b) (5) | (b) (5) |
| (b) (5) | (b) (5) | (b) (5) | (b) (5) | (b) (5) | (b) (5) |
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| HR Shared Services | In the EPA Reform Plan, an action is outlined to further consolidate HR Shared Services from three service centers into two. This will create efficiencies in service, reduce management positions, and reduce leased space. A VERA/VSIP opportunity may be offered to prior to relocation. | -3 | TBD | FY 2018 Q2 | Office of Administration and Resources Management |
| (b) (5) | (b) (5) | (b) (5) | (b) (5) | (b) (5) | (b) (5) |